

# Red Oak Independent School District

## Red Oak Middle School

2019-2020



# Mission Statement

The mission of Red Oak Middle School is to create life-long learners who are academically and socially prepared to be productive citizens by providing a safe environment with strong parental and community involvement where all children are challenged through stimulating learning experiences to meet the community goal of “Realizing Our Individual Student’s Dreams.”

# Vision

4 Talons of the Hawk

Exhibits Academic Readiness: 1% Better Daily & Loving Tough

Seeks Opportunities and Challenges of Learning: Growth, Resilience, Integrity, Tenacity (G.R.I.T.)

Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Respect, Encourage, Appreciate, Communicate, Honor (R.E.A.C.H.)

Leaves a Legacy Through Service: "We Before Me"

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# Comprehensive Needs Assessment

## School Processes & Programs

### School Processes & Programs Summary

Red Oak Middle School works with the district Curriculum Department to ensure that student needs are met through a rigorous TEKS based instructional program. A robust menu of Staff Development Offerings is put together for teachers to participate in the summer and to prepare for the upcoming school year. Teachers participate in weekly Professional Learning Community meetings where we focus on studying the TEK and planning the lesson as well as post instruction meetings where we analyze the data to further inform our instructional decisions. Student progress is monitored through our Level Up Campaign, Curriculum Based Assessments, Pre-Assessments and teacher created tests. Lead4ward's STAAR4ward series is followed closely by our Campus Instructional Team as we turn around instructional strategies, vocabulary development and other instructional tools.

### School Processes & Programs Strengths

Teachers and administrators understand the planning and assessment process and use CBA's, formative assessment and teacher made tests to inform and guide instruction. Teachers have input into the development of CBA's or campus based assessments and use that data to drive instruction. Both the pre and post PLC are used to monitor individual student growth and determine the appropriate level of challenge for each individual student.

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Teachers understand the basic elements of the PLC, formal professional learning community training was conducted over the summer.

# Perceptions

## Perceptions Summary

Our core values and beliefs at Red Oak Middle School are to embrace the 4 talons of the Graduate Profile by:

Embracing 21st Century Technology

Creating supportive, healthy and positive relationships

Fostering individuality; one size does not fit all

ROMS embraces building relationships while holding students accountable for academic excellence. Our campus strives to "Capture Kids Hearts" as we know that students will learn most willingly from people who genuinely care about their well-being.

## Perceptions Strengths

### Student Leadership Summary

Red Oak Middle School has a strong student leadership program guided by teachers who work to both model and cultivate leadership characteristics in our students. A list of these programs can be found below:

Student Leadership Class

Student Council

7 MINDSETS

HADDIT

Renaissance Program

Band Council

Drill Team and Cheerleader Officers

National Junior Honor Society

Book Club

Chess Club

Coding Club

Robotics Club

# Priority Problem Statements

**Problem Statement 1:** Campus identified for targeted support and improvement for white students in reading, Math and EL students in reading and math.

**Root Cause 1:**

**Problem Statement 1 Areas:** Student Achievement



# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans

## **Student Data: Assessments**

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions

## **Student Data: Behavior and Other Indicators**

- Attendance data

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data

# Goals

## Goal 1: Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 1:** Through implementation of the district curriculum as well as strategies and professional development to strengthen the instructional core, STAAR performance will increase 12% for approaches (78%) 11% for meets and 7% for Masters

**Evaluation Data Source(s) 1:** Approaches, meets and masters Grade level standards.

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Utilize digital content options to provide individualized practice and timely feedback to teachers.	Content Area Teachers Librarian Instructional Coaches Campus Administrators	Teacher lesson plans Digital content logs			
2) Provide targeted instruction and enrichment to students through Talon Time (built-in time in the school day).	Content Area Teachers Instructional Coaches Campus Administrators	Student growth on CBAs, formative assessments, summative assessments, and STAAR tests.			
= Accomplished                = No Progress                = Discontinue					

**Goal 1:** Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 2:** Utilize a variety of processes to monitor and foster measurable growth in students and staff.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Exceeded Performance Objective

**Next Year's Recommendation 2:** Continue PLC progress

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Staff will create assessments and monitor student data to track progress.	Content Area Teachers Instructional Coaches Campus Administrators	CBA's CFA's Teacher made test Bench marks demonstrating performance goals and growth.			
2) Conduct a dedicated Professional Learning Community (PLC) once every seven days.	Content Area Teachers Instructional Coaches Campus Administrators District Curriculum Department Leaders	Professional Learning Community Meeting notes. Professional Learning Community training logs.			
= Accomplished                = No Progress                = Discontinue					

**Goal 1:** Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 3:** Recruit, support, retain and reward quality personnel while providing ongoing and relevant professional development that translates to student engagement and success.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:** Met Performance Objective










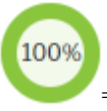
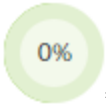

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Provide a campus mentor/support for new teachers (new to Red Oak and new to Red Oak Middle School).	Department Heads Instructional Coaches Campus Administrators	New Teacher survey results  Department head meeting notes			
2) Administrators will use the T-TESS evaluation system to conduct goal progress monitoring for staff. Goal Progress will be monitored and communicated between the staff member and administrator once per semester.	Teachers Campus Administrators	T-TESS appraiser meeting notes			
3) Recognize efforts and accomplishments of staff members through monthly awards.	Campus Administrators District Administrators	Campus and district parent newsletters  Social media posts			
4) Provide leadership and internship opportunities to teacher leaders.	Teachers Department Heads Campus Administrators District Administrators	Meeting logs  Internship activity logs			
= Accomplished                = No Progress                = Discontinue					

## Goal 2: Seek Opportunities and Challenges of Learning: Promote and support an environment that inspires high levels of student growth, resilience, integrity, and tenacity.

**Performance Objective 1:** Encourage students to explore, identify and develop their strengths and passions through multiple pathways that are appropriate to each individual.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1: Exceeded Performance Objective

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Students will participate in a variety of projects through all core content and elective classes.	Teachers Instructional Coaches Campus Administrators	Student produced products  Open House and/or curriculum nights			
2) General education and special education teachers collaborate through Professional Learning Communities (PLC) to implement learning plans based on student needs.	Teacher Instructional Coaches Campus Administrators	Professional Learning Community meeting notes  Increased performance on assessments			
3) Provide Limited English Proficient students with additional support through a designated ESL elective class.	ESL Teacher Counselors Campus Administrators	Participating student report cards  Increased performance on assessments			
 = Accomplished  = No Progress  = Discontinue					

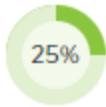



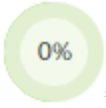

### Goal 3: Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.

**Performance Objective 1:** Provide a safe and positive environment to establish transparent, open, honest, and trusting relationships. Parents, students, teachers, and staff are valued and equipped with strategies necessary to overcome challenges.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1: Met Performance Objective**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Red Oak Middle School will utilize the 7 Mindsets program to teach social and emotional skills. Renaissance conference by Josten	Teachers Counselors Campus Administrators	7 Mindsets lessons logs.			
2) Continue student recognition programs and student service groups.	Teachers Campus Administrators	Monthly Student of the Month recognition in each class			
3) Ensuring a learning environment that is safe, drug-free and conducive to learning.	Teachers Counselors Campus Administrators Campus Police Officers District level administrators	District Safety Audit PEIMS 425 Report			
4) Maintain a welcoming campus environment that students, parents, staff and community take pride in.	All Red Oak Middle School staff	Leadership student ambassadors Customer Care			
5) Monitor student attendance to attain targeted 96% campus attendance rate.	Teachers Counselors Attendance clerk Campus administrators	iCount and Talon Incentives Awards			

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
<b>ESF Levers</b> Lever 3: Positive School Culture 6) Teach students conflict resolution and reduce school violence.					
	<b>Funding Sources:</b> 289 Title IV - 13500.00				
 = Accomplished  = No Progress  = Discontinue					

**Goal 3:** Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.

**Performance Objective 2:** Implement consistent district-wide training programs for students, staff, and parents that address physical safety and security protocols in collaboration with the Red Oak ISD Police and local authorities.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Exceeded Performance Objective

**Next Year's Recommendation 2:** Continue

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Review campus crisis plans and ensure that various drills are conducted in accordance with local and state requirements.	Campus Administrators ROMS Campus Officers ROISD Chief of Police	Safety Day Drill Schedules Drill reports/logs			
2) Provide Crisis Prevention Intervention (CPI) training for the prevention and intervention campus based teams.	Special Education Teachers & Aides Campus Administrators District Behavior Specialists Directors of Special Education	Eduphoria documentation of training Documentation of CPI event			
= Accomplished                = No Progress                = Discontinue					









# Goal 4: Leaves a Legacy Through Service: Actively engage all stakeholders to model and support servant-leadership.

**Performance Objective 1:** Foster partnerships with businesses, community organizations, local government, and higher education institutions.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Met Performance Objective

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Provide opportunities for parents and the community to visit, volunteer, and celebrate with students and staff.	All staff PTA Department Heads Counselors Campus Administrators	Events Calendar Photos of events Newspaper articles PTA Meetings Open House Book Fair Parent Teacher Conferences Hispanic Heritage Month and African American History celebration nights.  6 Grade family fair.  Talent showcase in March.  Silent auction with art.  STUCO movie nights.  School dances.			
 = Accomplished  = No Progress  = Discontinue					

**Goal 4:** Leaves a Legacy Through Service: Actively engage all stakeholders to model and support servant-leadership.

**Performance Objective 2:** Provide opportunities for all Red Oak ISD students to develop meaningful relationships and connections that serve communities.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Exceeded Performance Objective

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Create opportunities for families and staff to socialize and connect outside of school hours.	Department Heads Librarian Coaches, Directors, and/or Group Sponsors Counselors Campus Administrators	Social media posts and comments Open House Extra-curricular events			
2) Provide curriculum/program for students to develop leadership and good character.	All teachers Campus Administrators	Talon Cards Student Council 7 Mindsets Leadership club			
3) Provide opportunities for Red Oak Middle School clubs and organizations to participate in a variety of service projects.	Coaches, Directors, and/or Group Sponsors Campus Administrators	Club/Organization service project participation logs  Social media posts/comments  Appreciation notes/notifications			
= Accomplished                = No Progress                = Discontinue					

# Goal 5: Provide comprehensive support for students not meeting the STAAR component target percentage. EL and White Students will meet passing percentages set by the State for closing the gap.

**Performance Objective 1:** Utilize available data to identify, monitor individual student academic growth and provide RTI.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:** Exceeded Performance Objective

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
<b>Targeted Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>ESF Levers</b> Lever 4: High-Quality Curriculum Lever 5: Effective Instruction 1) Provide tutoring services before and after school towards targeted students	College student tutors Teachers Campus Administrators	Participating student report cards Increased performance on assessment			
<b>Problem Statements:</b> Student Achievement 1 <b>Funding Sources:</b> 199 24 ACC ED - 15000.00					
= Accomplished                          = No Progress                          = Discontinue					

## Performance Objective 1 Problem Statements:

Student Achievement
<b>Problem Statement 1:</b> Campus identified for targeted support and improvement for white students in reading, Math and EL students in reading and math.

## 2019-2020 Campus Site-Based Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Howard Gatewood	Principal
Administrator	Catharine Isaacks	Assistant Principal
Classroom Teacher	Dawn Rickman	Teacher
Classroom Teacher	Paul Moten	Teacher
Classroom Teacher	Cicily Samuels	Teacher
Classroom Teacher	Marla Nichols	Teacher
Non-classroom Professional	Megan Whitford	Instructional Coach
Classroom Teacher	Angela Bixby	Teacher
Parent	Mary Moss	Parent
Business Representative	Lisa Freeman	Business Representative
Business Representative	Ruthie Burke	Business Representative
Parent	Carmalisa Maples	Parent
Classroom Teacher	Hannah Schwieger	Teacher
Classroom Teacher	Brandie Anderson	Teacher

# Campus Funding Summary

<b>199 24 ACC ED</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	1	Tutoring services	Compensatory Funds	\$15,000.00
<b>Sub-Total</b>					<b>\$15,000.00</b>
<b>289 Title IV</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	6	Reduce school violence		\$13,500.00
<b>Sub-Total</b>					<b>\$13,500.00</b>
<b>Grand Total</b>					<b>\$28,500.00</b>